

Environment, Social, Governance (ESG) Intern at JOANN

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Program Overview

This summer, from May 2022 to August 2022, I worked as an Environment, Social, Governance (ESG) Intern at JOANN Craft Stores. My role was full-time (40 hrs/week) and I worked out of JOANN's corporate office in Hudson, Ohio every weekday.

JOANN has an internship program that runs every summer. They accept around ~25-30 interns that are each placed in a different department within the company. The internship program is project-based, meaning each intern is given a project to work on throughout the summer, then present to the company at the end of the internship



Pictured: My nameplate and cubicle at JOANN's corporate office.

JOANN's Mission Statement

To inspire the creative spirit in each of us – our customers and ourselves.

The company's mission statement was integral to my work in the Corporate Responsibility department. Part of JOANN's business strategy was to weave this idea into each of their endeavors.



Pictured: JOANN held a pride festival for employees to celebrate pride month in June. They had a fun photo booth where a few other interns and I took this photo.

Application Process

How did I find this internship? Handshake listing

Was there any applicant requirements? No! They accepted all majors and did not have any requirements about previous job experience. This is a great internship for anyone who is entry-level and looking to get experience in a corporate environment.

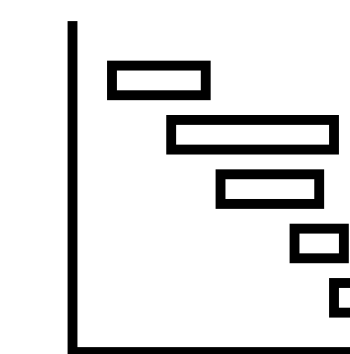
What was the interview process like? I had an initial 15 minute phone call with a JOANN recruiter, then moved on to the official interview process. I had 3, 30 minute zoom interviews with members of my future team.



Work duties

4 main projects:

- 1) Readiness assessment for the Human Right Campaign's Corporate Equality index
- 2) Edit and compile JOANN's first ESG report
- 3) Data collection for JOANN's Greenhouse Gas accounting report
- 4) Research and outline the materiality assessment process



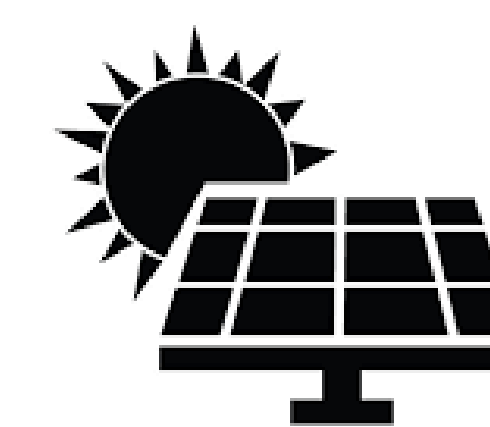
→ Conducting a **readiness assessment for the Corporate Equality Index** was my primary summer project, which I presented to the CEO and senior team at the end of the internship.

What I learned

- Gave me an inside look into how businesses engage with sustainability
- Taught me the importance of project planning, research, and preparation
- Helped me understand what I do and don't like in a work environment
- Gave me clarity on the type of work I want to do in the future

Future plans

I'd like to pursue other fields and keep learning about what I'm most interested in!



Pictured: As part of the internship program, the interns all participated in a volunteer event at the Lebron James Foundations "House Three Thirty"

Recommendations

Overall, this was a fantastic program and I would highly recommend it for anyone looking to learn more about **corporate responsibility** and **sustainability in business**!

Acknowledgements

I'd like to thank my manager, Jason Wood, for being a fantastic boss and helping me navigate my career path in the sustainability field. I would also like to thank JOANN's legal team for being so welcoming and treating me like a true member of the team.



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